



# How Do People Change?

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# A common perception

Good

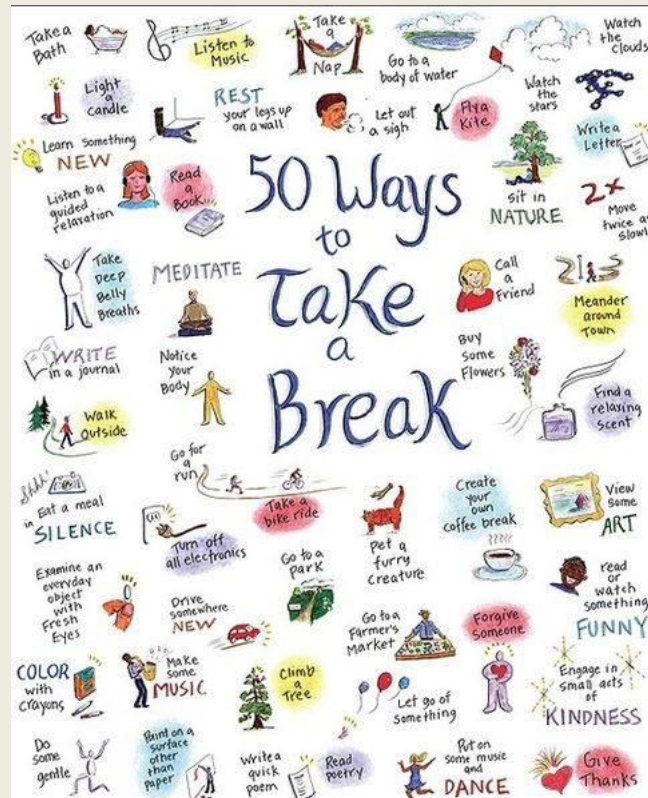
vs.

Bad



I **SHOULD** get more exercise...

# Getting Unstuck



# What to change?



Are you ready to make a change?

Do you have some good  
reasons to change?

Who will benefit from these  
changes?

# How Do People Change?

People change **voluntarily** only when they:

- Become **concerned** about the need for change
- Become **convinced** that the change is in their best interests or will benefit them more than cost them
- Organize a **plan of action** that they are **committed** to implementing
- **Take the actions** that are necessary to make the change and sustain the change

# Pre-Cursors for Change

1. Sense Of Necessity For Change
2. Readiness To Experience The Anxiety Change Requires
3. Awareness Or Clarity About The Problem
4. Confronting The Problem With Sustained Awareness Of It
5. Effort Or Will To Change
6. Hope For Change
7. Social Support

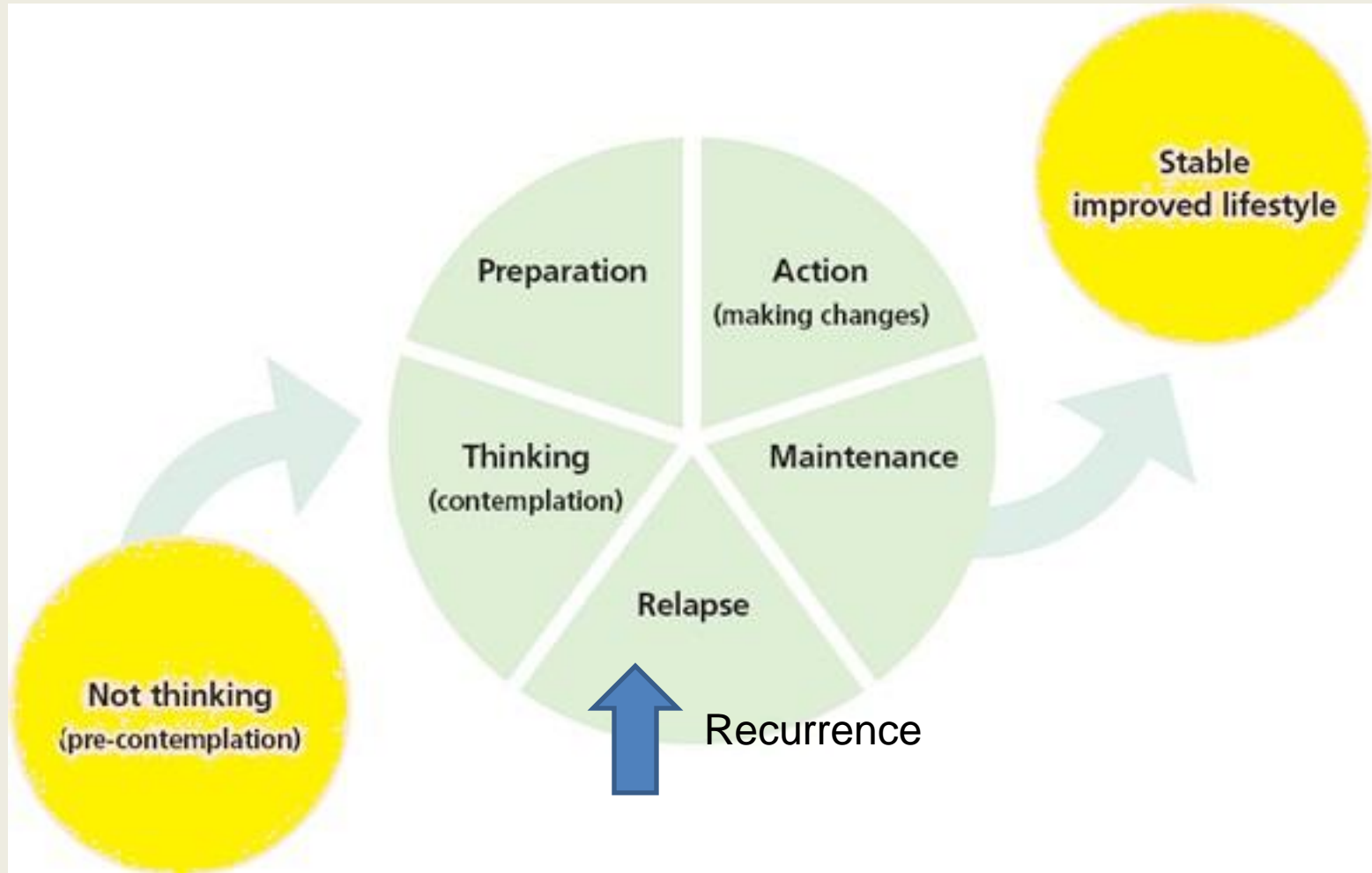
Hanna, F.J. (2001) Therapy with Difficult Clients: Using the Precursors Model to Awaken Change. American Psychological Association.

# Transtheoretical Model

- Developed based on smoking cessation research in the 1980's
- University of Rhode Island researchers--James Prochaska and Carlo DiClemente
- Adapted for a variety of public health concerns
- Focuses on the decision making of individuals for intentional change
- Helps to explain differences in persons' success during the process of changing



# Stages of Change



# Pre-Contemplation

Avoidance. Not seeing a problem behavior or not considering change.



# Contemplation

Acknowledging that there is a problem but struggling with ambivalence.

Weighing pros and cons and the benefits and barriers to change.



# Contemplation

- Dramatic portrayals about “my problem” affect me emotionally.
- Remembering reports about illnesses caused by “my problem” upsets me.
- I get upset when I think about giving in to “my problem”.
- I believe that being content with myself includes changing “my problem” behavior.



# Preparation/Determination

Taking steps and getting ready to change.



# Preparation/Determination

- I make a commitment to do something different.
- I remember the positives that will come from my change.
- I remind myself of the disadvantages of my current behavior.
- I tell myself I can choose to change
- or not.



# Action

Making the change and living the new behaviors, which is an all-consuming activity.



# Action

- I take steps to make the change more likely—like remove things from my home that remind me of my past behavior.
- I relate less often to people who are not supportive of my change.
- I reward myself for small self-change steps.
- I find new coping mechanisms.





# Maintenance

Maintaining the behavior change that is now integrated into the person's life.



# Recurrence

Return to former behavior



# Assessing Readiness

- On a scale of 1-10 how strong is your desire to be more fit.
- 1= not very strong at all
- 10 = very strong
- Stand by the number that best describes how you feel.

# Readiness Ruler

- The readiness ruler is an easy tool for assessing a person's readiness to change and can be used in a variety of ways:
- How strong is your desire to get a job?
- How strong is your desire to quit smoking?
- How strong is your desire to preserve your marriage?
- How strong is your desire to save money?

# Readiness Ruler

Just by using the readiness ruler you can increase motivation to change.

You can move a person into the “planning” stage!

You can also assess for “ability” or “confidence”.

On a scale of 1-10, how confident do you feel about getting a job?

# Moving forward:

How do we begin to shape behavior so that what we say we want and what we do are more closely aligned.



# Tipping the Decisional Balance

- It helps to know what we value and how it affects our behavior. Our values can be in conflict with each other. How would you put these “values” in order of importance?

Friendship

Health

Faith

Money

Achievement

Good sex life

# Pros, Cons, Ambivalence

- There are pros and cons to every decision to change. We might gain something, but we might give up something.
- A better job, but a longer commute.
- A healthier heart, but no more fast food.
- Abstinence from drinking, but loss of friends.
- We often feel ambivalent or “two ways” about changing.





# Decisional Balance

## Continuing Behavior managing depression w/out medicine

### Pros

No fees  
No doctor  
Good libido

### Cons

feeling down &  
loss of pleasure  
struggle w/family and  
co-workers

## Changing Behavior taking medication for managing depression

### Pros

More energy  
Better mood  
Less agitation

### Cons\*

Need to see doc  
Money for visits &  
scripts  
Loss of libido

\* Pay close attention to this box-it can tell us why a person is unwilling to make a change. The cost is too high!

Do you have some good  
reasons to change?

Who will benefit from these  
changes?

# Change comes from within...

- Think of it as something we “allow” rather than force.
- It rarely happens because we nag someone.
- It is often prompted by pain, either physical or emotional.
- It requires a change in thought process which allows us to adopt a new behavior.
- Pushing someone to change creates resistance.

# Thank you!

“Change is the only constant”

~Heraclitus